

Guiding Statements

- i) All of the Treaty Partners, including indigenous communities and governments, Canada and Ontario, must respect the treaty rights of others and work together towards fulfilling treaty obligations;
- ii) First Nations governments exercise inherent control over their education systems;
- iii) First Nation communities seek to have a greater responsibility to govern their own spiritual, cultural, social and economic affairs;
- iv) Without the improvement of conditions in First Nations reserve communities, a gap in education outcomes between Indigenous and Indigenous students will remain; non-Indigenous students will remain;
- v) Canada should support individual First Nations communities as they develop local solutions to the effects of colonial policy, and;
- vi) In order to ensure timely delivery of publicly funded services to First Nations children, where jurisdictional divisions or disputes within or between governments threaten to delay or impede the provision of services, Jordan's Principle should apply.

Recommendation Number and Text	
Status	<i>Degree of completion</i>
CTB Responsibility	Who is the lead on this recommendation for the Corporation
Level of Integration	This is a description of how the recommendation has been adopted within the Corporation's policies and/or procedures How does this contribute to long-term outcomes
Most Recent Actions	This box describes the most recent actions taken by the Corporation that contribute to the recommendation or points to past reports for more information
Parties Named	These are the parties named by the Inquest

SHORT-TERM (IMPLEMENTED IN YEARS 1 – 2)

Recommendation 7. Recognition of the autonomy of First Nations through the use of guiding statements when implementing recommendations	
Status	<i>Implemented</i>
CTB Responsibility	Director – Corporate Strategic Services
Level of Integration	Standard Operating Procedure (SOP) – the Guiding Statement is included in documents related to the Inquest and Recommendations
Most Recent Actions	– The Guiding Statement is included in Corporate Report R79/2021 Fifth Annual Report on the Seven Youth Chief Coroner’s Inquest
Parties Named	Canada, Ontario, City of Thunder Bay (CTB), Thunder Bay Police Service (TBPS), Nishnawbe Aski Nation (NAN), Northern Nishnawbe Education Council (NNEC), Keewaytinook Okimakanak (KO), Dennis Franklin Cromarty High School (DFCHS), Matawa Learning Centre (MECC)
Recommendation 49. Consultation with Community Partners, and provide students prior to their move to Thunder Bay with firsthand information, re: community supports and opportunities in Thunder Bay	
Status	<i>Implemented</i>
CTB Responsibility	Manager – Indigenous Relations and Inclusion
Level of Integration	Ongoing - Annual events and work items coordinated by the Indigenous Relations and Inclusion Section and Youth Inclusion Program
Most Recent Actions	<ul style="list-style-type: none"> – See Corporate Report R93/2020 (Corporate Strategic Services – Indigenous Relations and Inclusion) – See Corporate Report R58/2021 (Community Services – Recreation & Culture)
Parties Named	Canada, Ontario, CTB, NAN, NNEC, KO, DFCHS, MECC
Recommendation 60. Avoid or resolve Zoning By-law issues, re: construction of facilities (e.g. student residence on college campus)	
Status	<i>Content or intent of recommendation is already in place</i>
CTB Responsibility	General Manager – Development Services
Level of Integration	Each project is unique and is addressed on a case-by-case basis
Most Recent Actions	<ul style="list-style-type: none"> – See Corporate Report R93/2020 (Corporate Strategic Services – Indigenous Relations and Inclusion) – The situation that led to the original issues will be part of an upcoming systemic review of the Corporation led by the Indigenous Relations and Inclusion Section, launching by October 1, 2021. – Other recent work supported by City Realty Services includes: <ul style="list-style-type: none"> ○ Some work to support the purchase of Dawson Court by Matawa in 2020. Matawa plans to use Dawson Court building for trades training and accommodation for adult students and also transitional housing
Parties Named	NNEC, CTB

Recommendation 74. Student welcome orientation session (including provision of City maps, transit maps, community centres, and activities)	
Status	<i>Content or intent of recommendation is already in place</i>
CTB Responsibility	Manager – Indigenous Relations and Inclusion
Level of Integration	Ongoing – Annual events and work items
Most Recent Actions	See Recommendation 49
Parties Named	CTB
Recommendation 91. Timely reporting of missing students and consistent practices among institutions, re: students reported missing and sudden death investigations (i.e. timely reporting, public awareness, information sheets, social media search, press releases, best practices for interviews, internal search plans, global search plans, missing person risk factors, training)	
Status	<i>Implemented</i>
CTB Responsibility	Crime Prevention Council Coordinator, Manager – Corporate Communications
Level of Integration	Ongoing - The City’s main responsibility is in the review of billboards and the re-launch of the campaign every fall. The working group, led by NAN, only meets as required – usually to review the materials prior to re-launching the campaign.
Most Recent Actions	<ul style="list-style-type: none"> – See Corporate Report R93/2020 (Corporate Strategic Services – Indigenous Relations and Inclusion) – NAN leads this recommendation, including the annual update (New billboard re-posted in March 2021) of the “Am I Missing?” campaign, which is where the City of Thunder Bay is involved. This community awareness and education campaign will continue to be renewed/re-launched every fall, to coincide with the return of Indigenous youth to Thunder Bay for secondary school education. All recommendation partners have an opportunity to review materials and discuss updates and other changes prior to the annual re-launch. – The lessons learned as part of this recommendation will be considered in the Corporation’s response to the Missing and Murdered Indigenous Women and Girls Calls for Justice to be launched on October 4, 2021, the National Day for Action for Missing and Murdered Indigenous Women and Girls and 2SLGBTQIA+
Parties Named	NAN, CTB, TBPS, NAPS, NNEC, KO, DFCHS, MECC

Recommendation 99. Use of social media and internet to notify students of opportunities (e.g. employment, recreation, volunteering) and consult with students on best way to notify students of opportunities	
Status	<i>Implemented</i>
CTB Responsibility	Director – Recreation & Culture
Level of Integration	SOP - Use of social media permeates throughout the Youth Inclusion Program (YIP). The success of many programs within depends on the use of social media.
Most Recent Actions	<ul style="list-style-type: none"> – See Corporate Report R93/2020 (Corporate Strategic Services – Indigenous Relations and Inclusion) – See Corporate Report R58/2021 (Community Services – Recreation & Culture)
Parties Named	CTB
Recommendation 100. Use of social media to explore options for promoting youth opportunities and programming, including Twitter, Facebook	
Status	<i>Implemented</i>
CTB Responsibility	Director – Recreation & Culture
Level of Integration	Ongoing
Most Recent Actions	See Recommendation 99
Parties Named	CTB
Recommendation 102. Consult and liaise with NNEC, Dennis Franklin Cromarty High School, Keewatinook Okimakanak, and Matawa Learning Centre to develop a plan to assist students to City programs, including transportation	
Status	<i>Implemented</i>
CTB Responsibility	Manager – Transit
Level of Integration	SOP – The recommendation is included in the Transit Fare and Revenue Strategy
Most Recent Actions	<ul style="list-style-type: none"> – An update to the program will be provided to Council as part of the Transit Fare and Revenue Strategy later this year as the City transitions to an Electronic Fare Management System (EFMS)
Parties Named	CTB

Recommendation 103. Liaise with Dennis Franklin Cromarty High School and Matawa Learning Centre to provide copies of "The Key, and other materials, re: recreational programs	
Status	<i>Implemented</i>
CTB Responsibility	Director – Recreation & Culture
Level of Integration	SOP – Important distribution points for the Key are maintained and updated by the Key Coordinator
Most Recent Actions	<ul style="list-style-type: none"> – Since March 2020, delivery of the paper copies of the Key has been paused for majority of locations because of closures of facilities. Only Dilico received delivery during the pandemic. All locations are on hold at this time. – As of 2020, the Key is going eco-friendly with less paper copies being distributed, however it is always available online to view at www.thunderbay.ca/thekey – Once facilities begin to reopen, the Key Coordinator will check in with all locations on the distribution list as mentioned above to confirm which locations require paper copies.
Parties Named	CTB
Recommendation 104. Promote P.R.O. Kids to NAN, NNEC, Dennis Franklin Cromarty High School, Keewaytinook Okimakanak, Matawa Learning Centre	
Status	<i>Implemented</i>
CTB Responsibility	Director – Recreation & Culture
Level of Integration	SOP – The program continues to be part of the City's programs that receive referrals from various partners
Most Recent Actions	<ul style="list-style-type: none"> – In 2020 15% of the applicants were referred by Indigenous agents, however, 50% of the applicants came from the social services sector and, again, there is a likelihood of Indigenous applicants coming through that channel.
Parties Named	CTB

Recommendation 105. Use of the Recreation & Facilities Master Plan "Stakeholder+ Public Consultation Plan" to assess the needs of the community, re: youth and youth programming, including tapping into the voices of First Nations and Métis youth	
Status	<i>Implemented</i>
CTB Responsibility	Director – Recreation & Culture
Level of Integration	SOP - The Fit Together Master Plan is a municipal guidance document that outlines a series of short, medium to longer priorities for investment in facilities, services and programs owned and/or delivered/operated by the City of Thunder Bay over a 15-year timeframe.
Most Recent Actions	<ul style="list-style-type: none"> – See Corporate Report R93/2020 (Corporate Strategic Services – Indigenous Relations and Inclusion) – Well Nation is an Indigenous health and wellness program. A personal trainer, came to Thunder Bay to launch the certification program for Wellness Warriors. This program was offered to city staff in the Rec and Culture division as well as Indigenous community members. The Canada Games Complex (CGC) provided free space for the training and the City paid for some staff to attend. City staff did not graduate from the program as no certifications were given out upon the first visit, second visit was at an additional cost, and additionally they could not call themselves Wellness Warriors since they were not Indigenous. – Indigenous Sport and Wellness Ontario (ISWO) did play a key factor in bringing the program to Thunder Bay, certifying their staff and ongoing delivery of the program. When it came time for community development work, CGC staff helped secure space for ISWO and advertised the program. It is neither funded by a grant or CGC programming. The partnership was more about providing space and access to the program spearheaded by ISWO. A meeting is to take place once facilities re-open to reassess what that partnership can look like moving forward. Some ideas are: provide space, hiring Wellness Warriors and/or providing additional fitness training opportunities to Wellness Warriors. – Canada Games Complex staff have collaborated with District of Thunder Bay Social Services Administration Board to provide programming to the Academy neighbourhood. This is currently fitness only, but planned to expand to swimming as well. – Division programs regularly engage organizations and public to determine programming needs and interests for facilities and neighbourhoods. Recent example include: public engagement for park redevelopment and programming in the Dease Park/McKellar neighbourhood; public survey regarding ice/arena use; public/participant surveys of community events. – The Division is an active participant in the Healthy Kids Thunder Bay initiative, a collective impact approach to health of local children and families involving a number of community organizations and engaging community in identifying their needs for programs and services. – The Division is an active participant in the Community Safety & Wellbeing Plan development process and resulting action table for children, youth & families.
Parties Named	CTB

Attachment A: Report R79/2021 (Corporate Strategic Services – Indigenous Relations & Inclusion)

Recommendation 106. Once Recommendation No. 105 has been achieved, identify and pursue funding and resources to meet these needs, including Federal and Provincial funding	
Status	<i>Implemented</i>
CTB Responsibility	Director – Recreation & Culture
Level of Integration	See Recommendation 105
Most Recent Actions	<ul style="list-style-type: none"> – See Corporate Report R93/2020 (Corporate Strategic Services – Indigenous Relations and Inclusion) – In May 2021, the Community, Youth & Cultural Funding Program (CYCFP) approved a Project Grant supporting the Engaging Youth Making a Difference project hosted by RMYC/MANWO. – In 2021, a CYCFP Grant was approved for the Thunder Bay Skateboard Coalition skate school. Youth who want to enter the sport of skateboarding may be intimidated by showing up at the skate park, not having the funds for equipment and are not sure where to start in terms of learning how to skateboard. The project will target lower or fixed income youth, girls, visible minorities and individuals from the Westfort and Current River communities who do not have access to reliable transportation (because they can walk to the parks). There will be no fees for the participants to attend the Skate School. – Staff have reviewed needs related to the outcomes of Recommendation 105 and participated in preparation of the submission to Public Safety Canada in June 2016 for Youth Inclusion Program. Public Safety Canada is providing \$5.6 million in funding over five years. A Youth Inclusion Manager, two Program Supervisors, two Youth Navigators and two Coordinators have been hired through the Recreation & Culture Division to implement the Youth Inclusion Program. – In 2021, YIP will be launching Youth Project Grants to empower and mentor youth to apply for funding and deliver projects that are important to them. – The Recreation & Culture Division pursues funding, sponsorships, donations and partnerships on an annual basis to support Division programs & services. Funding sources outside of the annual municipal budget allocation are typically one-time, single year, or a set one-time multi-year term (i.e. YIP 5 year funding). Outside funding sources are typically not guaranteed beyond the approved funding term.
Parties Named	CTB

Attachment A: Report R79/2021 (Corporate Strategic Services – Indigenous Relations & Inclusion)

Recommendation 107. Coordinate participation of Dennis Franklin Cromarty High School and Matawa Learning Centre students in recreation programs and events, including use of skating rinks	
Status	<i>Implemented</i>
CTB Responsibility	Director – Recreation & Culture
Level of Integration	SOP – Specific engagement with Dennis Franklin Cromarty High School (DFCHS) and Matawa Education and Care Centre (MECC) takes place when changes are planned for the City’s Ice Policy
Most Recent Actions	<ul style="list-style-type: none"> – The City of Thunder Bay conducted public engagement (Stakeholder survey closed May 16, 2021) on its rink use policy. A stakeholder meeting took place April 22, 2021. DFCHS and MECC were invited to the stakeholder meeting and have been invited to attend a meeting where key findings and proposed recommendations will be presented to City Council for approval.
Parties Named	CTB, NNEC, KO, DFCHS, MECC
Recommendation 108. Develop policy and procedures for dealing with incapacitated youth (under 18), including addressing the safety of youth who are denied or removed from, or exit, Transit Services, including training of Operators and Controllers	
Status	<i>Content or intent of recommendation is already in place</i>
CTB Responsibility	Manager – Transit
Level of Integration	SOP – addressing incidents where passengers may be incapacitated is part of the regular training transit operators receive. Supervisory staff would also be notified of any occurrence where an incapacitated passenger is encountered by an operator.
Most Recent Actions	<ul style="list-style-type: none"> – Supervisory staff maintain a daily operations/activity log of all exceptional circumstances which may occur across the network during an operating day. Records of all operating exceptions, incidents, etc are captured as part of the daily operations log. These logs are currently manually created documents and Transit continues to explore ways to automate the process. – The Ambassadors program is a Customer Service training program developed by the Canadian Urban Transit Association (CUTA) of which Thunder Bay Transit is a member. Separate procedures are in place to govern how passenger safety incidents are managed. Those procedures are reinforced as part of delivery of the CUTA Ambassador training program. – Other actions have included travel training for students, Transit staff attending student orientation days, etc. Travel training can be delivered on request. A night stop program is also in place which allows passengers to request to be dropped off anywhere along a route during evening hours. A corporate Code of Conduct and extra duty security at City Hall are other examples of additional actions in place
Parties Named	CTB

Attachment A: Report R79/2021 (Corporate Strategic Services – Indigenous Relations & Inclusion)

Recommendation 109. Develop and report on employment equity targets for Indigenous youth hired by the City	
Status	<i>Alternate recommendation has been implemented</i>
CTB Responsibility	Director – Human Resources & Corporate Safety
Level of Integration	SOP - The Youth Inclusion Program (YIP) has seen an elevated interest (number of applications) from a diverse population. For the first 1.5 years of the program over 50% of YIP staff self identified as Indigenous.
Most Recent Actions	<ul style="list-style-type: none"> – Children and Youth Programs are beginning to re-evaluate conditions to non-affiliated employment such as credentials and certifications with the hopes of removing barriers for youth to apply. – Outreach continues to be made targeting Indigenous youth. – The number of applications received from Indigenous Youth have increased slightly over the last two years (2.53% of applications in 2019 and 2.93% of applications in 2020). – Initiatives exist within the Corporation’s Employment Outreach & Retention Plan that that are targeted towards Indigenous recruitment. This includes enhancing our targeted communications plan to further promote employment opportunities to Indigenous people, which also includes enhancing our existing social media strategy (i.e. Facebook, Instagram) to reach Indigenous youth. – We continue to consult and collaborate with key community Indigenous groups, recruitment services, educational institutions, and Ministry programs/initiatives, in an effort to explore and develop specific placement programs to assist Indigenous people to gain qualifications needed to apply for entry level positions. – Each year, the Corporation hosts placement students of Confederation College from key programs intending to serve Indigenous peoples, such as the Native Child and Family Services program, and the Aboriginal Community Advocacy Program. This partnership offers a rich learning environment for students, and helps them develop their skills and work networks. – The Corporation has had some success with short-term placement opportunities in the past (i.e. Anishinabek Employment & Training Services) and we look forward to building further opportunities in this regard (i.e. Operator in Training Internship with the Ontario First Nations Technical Services Corporation). We will also continue to partner with Oshki-Pimache-O-Win Education and Training Institute to offer childcare placement opportunities to Indigenous peoples.
Parties Named	CTB
Recommendation 111. Post "Declaration of Commitment" (dated March 29, 2010) in all City Buildings	
Status	<i>Implemented</i>
CTB Responsibility	Director – Corporate Strategic Services, City Clerk
Level of Integration	SOP – new locations for the Declaration will be identified as required
Most Recent Actions	<ul style="list-style-type: none"> – Council’s approved calendar ensures that no meetings will take place on 21 June to honour National Indigenous Peoples Day – Plaques with Declaration of Commitment to Urban Aboriginal People created and posted at 45 locations in City Buildings. The Declaration is read at Council's Committee of the Whole meeting closest to the annual National Aboriginal Day, most recently June, 2020.
Parties Named	CTB

Recommendation 113. Take into account the need to appoint Indigenous representative(s) on the Thunder Bay Police Services Board	
Status	<i>Implemented</i>
CTB Responsibility	Thunder Bay Police Services Board
Level of Integration	Ongoing - Terms on the board are two years in length, and recruitment for new members is an ongoing challenge
Most Recent Actions	– Board lobbied for timely appointments from the Province
Parties Named	Ontario, CTB
Recommendation 115. Consult with Community Partners, TBPS, NNEC, DFCHS, KO, Independent First Nations Alliance (IFNA), Shibogama and MECC on Terms Of Reference for safety audit of rivers frequented by First Nation students (e.g. improved lighting, emergency button poles, under-bridge barricades, increased police patrols)	
Status	<i>Implemented</i>
CTB Responsibility	Crime Prevention Council Coordinator
Level of Integration	Ongoing - The working group considers this recommendation fully implemented. Annual work is conducted by the Thunder Bay Police Service, including data collection (incidents).
Most Recent Actions	– The latest details on Project Floodway can be found here: https://thunderbaypolice.ca/main-menu/inquests-recommendations-and-updates
Parties Named	CTB, TBPS, NNEC, KO, DFCHS, MECC
Recommendation 117. Consult with Community Partners to arrange for speakers/instructors to attend schools to provide information on topics which are aimed to engage the students	
Status	<i>Content or intent of recommendation is already in place</i>
CTB Responsibility	Various
Level of Integration	SOP – opportunities for speakers are broadly and regularly sought out
Most Recent Actions	<ul style="list-style-type: none"> – In July 2020 Youth Navigators hosted a session for a summer Culture and Language camp for high school students. – Continued and close partnership with Indigenous, Inuit and Metis Graduation Coaches at all high schools. – Currently no programs within schools are happening due to schools being closed and public health restrictions in place.
Parties Named	CTB, NNEC, KO DFCHS, MECC

Recommendation 118. Review the Calls to Action from the Truth and Reconciliation Commission, including Number 57, and consider appropriate action	
Status	<i>Implemented</i>
CTB Responsibility	Manager – Indigenous Relations & Inclusion, Director – Human Resources & Corporate Safety
Level of Integration	Ongoing
Most Recent Actions	<ul style="list-style-type: none"> – The Corporation offers enhanced Indigenous Cultural Awareness training to all new employees. In consultation with the Indigenous community and the Corporation's union representatives, the City has redeveloped the staff Indigenous Cultural Awareness training module and learning offerings to enhance the current training curriculum that includes skills-based training related to the history of Indigenous peoples and residential schools, intercultural competency, conflict resolution, human rights and anti-racism. The training program launched in winter 2020, and now includes a mandatory six-hour training session for all existing City staff and all new City Staff. In winter of 2020, the Walk a Mile training curriculum will begin to undergo a comprehensive evaluation and review of completed participant surveys, with recommendations for future use. – In the spring of 2021, Children and Youth Programs Supervisors completed a mandatory training on Indigenous Cultural Awareness organized by the IRI office. – Since the launch in December 2020, approximately 166 employees have been trained on the enhanced program. Management, non-union staff, & City Council have been the priority to date. – Other learning opportunities, related to Indigenous Cultural Awareness, are offered in the form of lunch and learns, and other virtual sessions (i.e. Indigenous Public Spaces training program to support staff in collaborating with Indigenous partners on Indigenous Place-making initiatives). – In October 2021, some City Leaders will have an opportunity to take a virtual training session on The Equitable Workplace: Cultivating Attitudes of Anti-Racism & Ally-ship. – In 2021, the Corporation will also begin training all employees on general diversity & inclusion (mandatory training), and gender & sexual diversity training (mandatory training). – Thunder Bay Tourism is supporting the delivery of cultural awareness training for the hospitality industry.
Parties Named	CTB
Recommendation 119. Review the United Nations Convention on the Rights of the Child and United Nations Declaration on the Rights of Indigenous Peoples	
Status	<i>Implemented</i>
CTB Responsibility	City Clerk, Manager – Indigenous Relations & Inclusion
Level of Integration	SOP – These conventions are considered, where appropriate, in the renewal of key documents
Most Recent Actions	<ul style="list-style-type: none"> – The United Nations Declaration on the Rights of Indigenous Peoples was included in the development of the Indigenous Relations & Inclusion Strategy and elements of it will be incorporated into the Strategy's implementation plan.
Parties Named	CTB

Recommendation 120. Canada and Ontario should meet with and consult with the City of Thunder Bay in order to discuss funding requirements or additional resources necessary to assist the City in implementing and supporting the Recommendations aimed at supporting Indigenous youth travelling to the City in order to access a secondary education program	
Status	<i>Implemented</i>
CTB Responsibility	Intergovernmental Affairs Committee
Level of Integration	Ongoing - Needs and considerations are likely to change over time. Occasional consultations with other levels of government to secure support or funding is likely.
Most Recent Actions	– See Corporate Report R93/2020 (Corporate Strategic Services – Indigenous Relations and Inclusion)
Parties Named	Canada, Ontario, CTB
Recommendation 143. Prepare an Annual Report, including: implementation of Recommendations (i.e. accepted in whole, in part, or not at all); explanation of decision to implement or not; progress of implementation of recommendations; steps taken and steps planned	
Status	<i>Implemented</i>
CTB Responsibility	Director – Corporate Strategic Services, Manager – Indigenous Relations & Inclusion
Level of Integration	SOP
Most Recent Actions	<ul style="list-style-type: none"> – The leadership of this recommendation has been transferred to the Manager – Indigenous Relations & Inclusion – The Fifth Annual Report, including this document, was presented to City Council on June 28, 2021 – An in-depth analysis of the recommendations directed at the Corporation is under way to determine if the intended long-term outcomes of each recommendation has been accomplished, and to determine if there has been positive systemic change.
Parties Named	Canada, Ontario, CTB, TBPS, NAPS, NAN, NNEC, KO, DFCHS, MECC, LCBO, P.A.R.T.Y., Office of Chief Coroner (OCC)
Recommendation 144. Agree on a process re: where Annual Reports are to be posted, acknowledging the limited resources of First Nations parties (e.g. on one of the party's website)	
Status	<i>Implemented</i>
CTB Responsibility	Director – Corporate Strategic Services
Level of Integration	One-time
Most Recent Actions	<ul style="list-style-type: none"> – NAN offered its website to host all reports including CTB's, which are also posted on the CTB website. – The Corporation's documents are submitted to NAN to be posted publicly on their website. They can be found here: www.nan.ca/resources/seven-youth-inquest-jury-recommendations/
Parties Named	CTB, Canada, Ontario, TBPS, NAPS, NAN, NNEC, KO, DFCHS, LCBO, P.A.R.T.Y. Program, OCC

Recommendation 145. Revise current policies to reflect new tasks and procedures where Recommendations are accepted	
Status	<i>Implemented</i>
CTB Responsibility	Director – Corporate Strategic Services
Level of Integration	SOP
Most Recent Actions	– An in-depth analysis of the recommendations directed at the Corporation is under way to determine if the intended long-term outcomes of each recommendation has been accomplished, and to determine if there has been positive systemic change.
Parties Named	CTB, Canada, Ontario, TBPS, NAPS, NAN, NNEC, KO, DFCHS, LCBO, P.A.R.T.Y. Program, OCC.

LONG-TERM (IMPLEMENTED IN YEARS 2 – 5+)

Recommendation 75. Act as a resource to identify Community Partners including, but not limited to, Canada and Ontario who could provide support, and fund peer leaders/mentors	
Status	<i>Implemented</i>
CTB Responsibility	Director – Corporate Strategic Services, Crime Prevention Coordinator, General Manager – Community Services, Manager – Youth Inclusion Program
Level of Integration	Ongoing
Most Recent Actions	<ul style="list-style-type: none"> – See Corporate Report R58/2021 (Community Services – Recreation & Culture) – Since June 2020 the Youth Inclusion Program (YIP) pivoted programs to address basic needs of youth and their families and turned to social media as a way of continuing their connections with youth participants. The program has successfully adapted to virtual programming, including offering supplies to program participants in order to decrease barriers for attendance. Through these virtual programs youth from all over the community, including remote communities have been able to participate in fun, engaging activities and life skills opportunities. Programs have included employment readiness, cooking challenges, beading, bannock making, and storytelling with an Indigenous Elder. These programs have included multiple community organizations and provide opportunities for young people to learn from not only professionals but local peers and leaders within the community. – The program has partnered with multiple community organizations to provide weekly food security programs in all three target neighbourhoods, in addition to other neighbourhoods where needs have been identified. – YIP continues to provide yearly contribution agreements to both Dennis Franklin Cromarty High School and Matawa Education and Care Center to support school based recreation and cultural programs for their students. – YIP representatives are working in collaboration with the SEVEN YOUTH INQUEST – Task Team on Student Well-Being and the City’s IRI to focus on peer mentorship opportunities. – YIP is working alongside the COTB IRI Office, Culture and Events and Clean Green and Beautiful to support the “Maamawe Art Bus” project, which will be a youth led moving public art installation.
Parties Named	Canada, Ontario, CTB

Attachment A: Report R79/2021 (Corporate Strategic Services – Indigenous Relations & Inclusion)

Recommendation 110. Review “Welcome Thunder Bay” and incorporate better reflection of Indigenous presence in the territory for millennia	
Status	<i>Being Implemented – In Progress</i>
CTB Responsibility	Supervisor – Parks and Open Space Planning, Manager – Tourism Thunder Bay
Level of Integration	Ongoing - In the broad sense, there is no completion date for the Wayfinding program, as new trails are built or rehabilitated, and as new facilities are constructed or as there is appetite to expand along the road network new elements will continue to be added to over time.
Most Recent Actions	<ul style="list-style-type: none"> – The majority of signs for Downtown Cores Wayfinding – Phase 1 were delivered during winter 2020. Parks and Mobility are working with the Roads Division to have these signs installed during the summer and fall of this 2021. The large kiosk signs have not been delivered yet, but they are expected to be delivered in the summer and installed in the fall of 2021 as well. – Wayfinding signage for multi-use trails constructed over the last few years – Ford Street Trail from Walsh Street to Confederation College & the Neebing River Trail from Ford Street to Balmoral Street is currently being designed and will go out for procurement late summer or fall of this year for installation fall 2021 or spring 2022. – The Waterfront Trail will follow similar timelines and the three segments will be: (1) Marina Park Drive North from Marina Park overpass to Richardson Elevator, (2) Island Drive from Main Street to the Floodway and (3) on Mission Island from the Mission Marsh to 110th Ave. – Indigenous spaces and presence are identified as an action item in the Indigenous Relations and Inclusion Strategy, which will further respond to this Recommendation and include Indigenous community input on development and implementation during engagement sessions currently taking place (2021). – Tourism Thunder Bay is redeveloping welcome signage at the Thunder Bay Airport to include greetings in Ojibway. – Tourism Thunder Bay is supporting and advocating for Indigenous tourism development has been identified as a specific objective in the 2017-2021 Tourism Product Development Strategy. – Tourism Thunder Bay is an active member of Indigenous Tourism Ontario. – Corporate Communications is developing an implementation plan which will include a diversity standard for all communications materials at the City of Thunder Bay. Engagement is currently taking place.
Parties Named	CTB

Attachment A: Report R79/2021 (Corporate Strategic Services – Indigenous Relations & Inclusion)

Recommendation 112. Encourage and support Anti-Racism, Respect, and Crime Prevention Committees, and develop a public education campaign identifying and discussing the issue of racially motivated crimes involving Indigenous communities	
Status	<i>Implemented</i>
CTB Responsibility	Director – Corporate Strategic Services, Anti-Racism & Respect Committee
Level of Integration	Ongoing
Most Recent Actions	<ul style="list-style-type: none"> – See Corporate Report R93/2020 (Corporate Strategic Services – Indigenous Relations & Inclusion) – The recommendation working group finalized the awareness and education campaign materials at its meeting on 3 June 2021, and will be launching the campaign on 29 June 2021.
Parties Named	CTB
Recommendation 114. Consultation between numerous Community Partners, including Health Canada, Northwest LHIN, EMS, et al, to develop an alternative facility or intoxicated youth (e.g. shelter or detox unit for youth under 25)	
Status	<i>Three sites have been implemented</i>
CTB Responsibility	Coordinator – Thunder Bay Drug Strategy
Level of Integration	Ongoing
Most Recent Actions	<ul style="list-style-type: none"> – See Corporate Report R93/2020 (Corporate Strategic Services – Indigenous Relations & Inclusion) – A Health Services Improvement Plan (HSIP) has been developed to request funding from the Northwest LHIN for the creation of additional Safe Sobering Services in Thunder Bay that would act to augment the existing services provided by Matawa Education & Care Centre, Dennis Franklin Cromarty, and Keewaytinook Okimakinak. At this time, there is no lead agency identified to submit the HSIP.
Parties Named	Canada, Ontario, CTB, NAN, NNEC, KO, MECC
Recommendation 116. Work with First Nation expertise to develop a local and social media campaign, which addresses: challenges, health and safety, racism faced by First Nation students, and reporting racism	
Status	<i>Being Implemented – In Progress</i>
CTB Responsibility	Crime Prevention Strategy Coordinator
Level of Integration	Ongoing
Most Recent Actions	<ul style="list-style-type: none"> – See Corporate Report R93/2020 (Corporate Strategic Services – Indigenous Relations & Inclusion) – A short film made in collaboration with Kingfisher Lake First Nation was in development, however the COVID-19 pandemic prevented the filming from taking place. Instead, the working group pivoted, and has been developing an animated film with the help of local design firm Generator. In addition to the animation, the campaign includes posters, postcards, radio, print, and social media ads. The launch of the campaign will coincide with the return of students to Thunder Bay this fall.
Parties Named	CTB, NAN, DFCHS, MECC

Attachment A: Report R79/2021 (Corporate Strategic Services – Indigenous Relations & Inclusion)

Recommendation 139. Pursuant to Recommendation Number 57 of the Truth and Reconciliation Commission's Calls to Action, provide skills-based training in intercultural competency, conflict resolution, human rights, anti-racism to staff	
Status	<i>Implemented</i>
CTB Responsibility	Manager – Indigenous Relations & Inclusion, Supervisor – Staffing, Development & Support Services, Human Resources
Level of Integration	SOP
Most Recent Actions	<ul style="list-style-type: none"> – See Corporate Report R93/2020 (Corporate Strategic Services – Indigenous Relations & Inclusion) – Curriculum was finalized in August 2020, and mandatory full-day training requirement approved by Executive Management on September 8, 2020. – Approximately 166 managers and supervisors have received the training, with a 3-year plan to deliver training to all employees – Thunder Bay Tourism is supporting the delivery of cultural awareness training for the hospitality sector
Parties Named	Canada, Ontario, CTB